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**BOARD POLICY ON EMPLOYEE CONTRACT NEGOTIATIONS AND MANAGEMENT**

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AUTHORITY Board of Governors  
PRIMARY CONTACT President  
RELATED POLICIES

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**PHILOSOPHY**

The Board of Governors believes effective employee relations requires a positive working relationship between the employer and employees, whether members of a bargaining unit or not, and in the case of unionized employees, their representatives. These relationships are governed by the Employment Standards Act, the BC Human Rights Code, and for members of a bargaining unit, the British Columbia Labour Relations Act and the collective agreement. Beyond this legal framework, the university's employee relations will involve principles of sound inter-personal relationships, consultation and communications which can help foster a healthy and effective workplace.

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**POLICY**

The university will develop and maintain administrative policies and procedures to support these principles.

Subject to regulatory legislation, the Board of Governors maintains its authority under the University Act to enter into agreements on behalf of the university. The Board may delegate to the university the authority to conduct collective agreement negotiations, to interpret and administer collective agreements, and to settle any dispute arising out of any collective agreement or the negotiation, interpretation, administration or alleged violation thereof.

The university will develop and maintain reporting structures for enabling the Board's appropriate supervision over collective agreement negotiation and administration, including but not limited to providing the Board with information for effective decision-making and oversight of potential and actual risks to the university.

Reference: This policy is guided by Board policy direction Human Resources Development and Management (BPD-225) and section 27 of the University Act.